

Faculty Prioritization Rubric DRAFT – Simplified Version with Changed Criteria

OBJECTIVE DECIDING FACTORS	VITAL 5	NEEDED 3	MEH 1	SCORE
<p>1. The Full-time to Part-time ratio of faculty teaching the classes (as indicated by % FT in the Program Planning Data Report).</p> <p>(DATA PROVIDED BY I.E.)</p>	<p><i>Instructional programs: Less than 30% of the sections in the program are taught by full-time faculty members</i></p> <p><i>Non-Instructional: Less than 30% of work hours are provided by full-time faculty.</i></p>	<p><i>Instructional programs: 30-60% of the sections in the program are taught by full-time faculty members.</i></p> <p><i>Non-Instructional: 30-60% of work hours are provided by full-time faculty.</i></p>	<p><i>Instructional programs: More than 60% of the sections in the program are taught by full-time faculty members.</i></p> <p><i>Non-Instructional: More than the total average percentage of the programs throughout the college (about 60-65%) of work hours are provided by full-time faculty.</i></p>	
<p>2. A position generates high fill rates and/or FTES? (excluding dual enrollment courses)</p> <p>(DATA PROVIDED BY I.E.)</p>	<p><i>Above the total average percentage of fill rate for the college</i></p>	<p><i>Near the total average percentage of fill rate and/or FTES for the college</i></p>	<p><i>Below the total average percentage of fill rate for the college</i></p>	

<p>3. There have been recent retirements or other departures from the positions, as well as recent replacements for such positions.</p>	<p>FT tenured retirement vacancy or failed hiring or failed tenure greater than 2 years duration. Current vacancy filled by adjunct or overload</p> <p>(+2 points) FT tenured retirement vacancy or failed hiring or failed tenure greater than 3 years duration. Current vacancy filled by adjunct or overload</p>	<p>FT tenured retirement vacancy or failed hiring or failed tenure last/current/upcoming academic year. Current vacancy filled by adjunct or overload</p>	<p>No current retirements or replacements</p>	
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SUBJECTIVE DECIDING FACTORS	VITAL 5	NEEDED 3	MEH 1	
<p>1. DISCIPLINE NEEDS</p> <p><i>Note to self: We discussed possibly eliminating this category. To be discussed further at next workgroup meeting.</i></p>	<p>The need to fill the position is based on a specific program need, such as specialization, area of expertise, or maintenance of program quality or safety concerns. Lack of expertise will eliminate necessary course offerings and/or pose a safety concern.</p> <p>AND</p> <p>Appropriate facilities, support staff, and other material resources are available to support the position.</p>	<p>The need to fill the position is based on a specific program need, such as specialization, area of expertise, or maintenance of program quality or safety concerns. Lack of expertise will result in lack of program breadth.</p> <p>OR</p> <p>Appropriate facilities, support staff, and other material resources are available to support the position.</p>	<p>Expertise can be fulfilled with adjunct faculty</p>	

<p>2. DEMAND for a program is projected to increase, based on current program growth, increasing need in the community and workforce, and/or greater opportunities for transfer of courses to other colleges.</p>	<p>There is a high level of growth potential in the program. The position is essential for the program to accomplish any/all of the following:</p> <ol style="list-style-type: none"> 1) Meet community and workforce demand for CTE programs and certificates. 2) Continue existing program growth. 3) Help students meet transfer requirements. 	<p>There is moderate growth potential in the program. Some community and workforce need for new faculty has been demonstrated. The position would be helpful but not required for the program to grow.</p>	<p>The program can continue to meet projected demand with its current staffing.</p>	
<p>3. UNIQUE CONSIDERATIONS: Any other considerations implicit in the program plans related to college mission, college-wide needs, failed adjunct hires or trouble retaining adjuncts, and strategic directions.</p> <p>In 200 words or less, and/or part of the presentation, the requestor will describe any other considerations and provide supporting documentation.</p>	<p>Unique considerations vital</p>	<p>Unique considerations show need</p>	<p>Unique considerations</p>	
		<p>TOTAL POSSIBLE = 32</p>	<p>TOTAL:</p>	